

Exhibit 41

From: Shona Brown <shona@google.com> on behalf of Shona Brown
Sent: Thursday, October 06, 2005 1:44 AM
To: Eric Schmidt
Cc: Omid Kordestani
Subject: Re: Fwd: Protocol for "Do Not Cold Call" and "Sensitive" Companies ---please comment to Arnnon ASAP if you have any changes

makes sense to do orally. i agree.

On 10/5/05, **Eric Schmidt** <eschmidt@google.com> wrote:
I would prefer that Omid do it verbally since I don't want to create a paper trail over which we can be sued later? Not sure about this.. thanks Eric

From: Shona Brown [mailto:shona@google.com]
Sent: Wednesday, October 05, 2005 4:06 PM
To: Omid Kordestani
Cc: Eric Schmidt
Subject: Re: Fwd: Protocol for "Do Not Cold Call" and "Sensitive" Companies ---please comment to Arnnon ASAP if you have any changes

I am fine with this.

Eric -- any concerns with Omid sharing with Ebay/PP the rules as they pertain to them?
slb

On 10/5/05, **Omid Kordestani** <omid@google.com> wrote:
Great. Can I edit and forward the core policy to ebay/PP (only their respeptive org's listed of course)?

Omid

-----Original Message-----

From: Shona Brown <shona@google.com>
To: Omid Kordestani <omid@google.com>
Sent: Wed Oct 05 16:00:22 2005
Subject: Fwd: Protocol for "Do Not Cold Call" and "Sensitive" Companies ---please comment to Arnnon ASAP if you have any changes

fyi

----- Forwarded message -----

From: Eric Schmidt <eschmidt@google.com>
Date: Oct 4, 2005 9:40 PM
Subject: RE: Protocol for "Do Not Cold Call" and "Sensitive" Companies ---please comment to Arnnon ASAP if you have any changes
To: Shona Brown <shona@google.com> <mailto:shona@google.com>

This looks very good Eric

From: Shona Brown [mailto:shona@google.com]

Sent: Tuesday, October 04, 2005 7:58 PM

To: EMG

Cc: Judy Gilbert; Stacy Sullivan; Arnnon Geshuri

Subject: Protocol for "Do Not Cold Call" and "Sensitive" Companies ---please comment to Arnnon ASAP if you have any changes

[OMID -- check with Arnnon before you go "live" with this] [JOAN - please confirm with Arnnon that you are comfortable with this final wording]

Special Protocol for "Do Not Cold Call" and "Sensitive" Companies

The following companies are part of the "Do Not Cold Call" list:

- * Genentech
- * Intel
- * Apple
- * Paypal
- * Comcast

For each of these "Do Not Cold Call" companies the following protocol applies:

- * We do not directly cold call into these companies
- * We will accept internal or external references that indicate that an individual is "looking"
- * And, of course, we will also accept direct solicitation from a candidate (this will most likely come into play when an individual's peer has recently joined us)
- * * Executive Recruiting: Staffing will inform EMG of any candidate for a Director level or above role at Google who we have engaged and who is starting the interview process at Google
- * * Executive Recruiting: If we decide to extend an offer to a Director/above candidate, Staffing will ask EMG to designate a senior exec to place a courtesy call into the "Do Not Cold Call" company to let them know we have made an offer
- * Executive Recruiting: By exception, when EMG deems necessary, a designated senior exec will call into the "Do Not Cold Call" company to indicate we will be making an offer.

The following companies fall under the "Sensitive" companies list:

- * AOL
- * AskJeeves
- * Earthlink
- * eBay (excluding Paypal)
- * NTL

For each of these "Sensitive" companies the following protocol applies:

* General Recruiting: For any non-exec position, Staffing should be aware the company is on the Sensitive Company list but there are no restrictions to our recruiting from these companies at junior levels.

* * Executive Recruiting: Staffing will inform EMG of any candidate for a Director level or above role at Google who we have engaged and who is starting the interview process at Google

* Executive Recruiting: If we decide to extend an offer to a Director/above candidate, Staffing will ask EMG to designate a senior exec to place a courtesy call into the "Sensitive" company to let them know we have made an offer

* Executive Recruiting: By exception, when EMG deems necessary, a designated senior exec will call into the "Sensitive" company to indicate we will be making an offer.